

PROFESSIONAL DEVELOPMENT TASK FORCE PROVIDES LEADERSHIP

The eighteen members of the Professional Development Task Force, at its initial meeting on June 29, 1984, accepted a tremendous challenge to lead the first-ever statewide professional development effort for the system. Within the first month of its existence, the Task Force developed a plan to correspond to the six professional development dates designed by Chancellor Charles Payne, determined priorities within budget constraints, identified specific functions to be targeted, gained the commitment of twenty sponsoring institutions, selected over 200 faculty and staff to participate in planning the workshops, and designed a planning process which proved exceedingly effective. That's not so bad for one month's committee work!

The activities of the Task Force have continued at that relative pace throughout the year. Dr. Charles Payne said, "The Task Force includes some of the finest

leaders in the system, but not one will take credit for the quality that has been produced." Dr. Payne continued, "The leadership of the Task Force has been outstanding and its belief in the ability of the Alabama two-year college faculty and staff to identify significant needs and to develop high quality professional development experiences is the secret of the success we have experienced."

The Professional Development Task Force has provided for an unquestionably auspicious first year. The results of such concerted efforts include:

The Division Chairperson's Workshop cosponsored with Auburn University and led by Dr. John Bennett of the American Council on Education (ACE). ✓

The twenty-five disciplinary or occupational program workshops co-sponsored with twenty state two-year colleges and planned by over 200 faculty members.

Twenty-six state two-year colleges joining the National Institute for Staff and Organization Development (NISOD) and are now receiving weekly professional development services supported in part by the Task Force. ✓

The Enrollment Management Conference cosponsored with the Alabama Deans of Students Association, in which over two hundred administrators participated and led by Dr. Ernie Leach, consultant. ✓

The April Conference co-sponsored with the Alabama Junior and Community College Association (AJCCA), planned by over 300 faculty and staff and will serve over 3,000 system personnel. ✓



Left to Right: Dr. John Johnson, Task Force Director, Department of Postsecondary Education; Dr. Charles L. Payne, Chancellor; Coordinators, Dr. Imogene Mixson, Wallace State Community College-Dothan and Dr. Larry McCoy, Athens State College. Not pictured: Mr. Ed Blake, Bessemer State Technical College.

In addition to the corresponding accomplishments, the Task Force is in the process of developing plans for a comprehensive, continuous professional development program for future years. Governor George Wallace has included a fifty percent increase in professional development funds in his budget for 1984-1985 in recognition of the outstanding success of 1983-1984. Dr. John A. Johnson, Task Force Director,

said, "While the Task force is committed to maintaining the state-coordinated core established this year, we are also committed to diversifying services to better respond to the unique needs of individuals and of individual colleges." In viewing the past accomplishments, one can certainly be confident that the Task Force will continue its accelerated, productive, and successful approach.

ENROLLMENT MANAGEMENT CONFERENCE

Over 200 leaders from Alabama community, junior, and technical colleges met together on February 21-22, 1985, at the Montgomery Civic Center, to focus on strategies for effective enrollment management. This conference was cosponsored by the Professional Development Task Force and the Alabama Deans of Students Association and hosted by Athens State College. The approach advocated through the conference was a genuine and comprehensive commitment to student success with emphasis on understanding student needs, projecting the college's strengths in meeting those needs, and monitoring individual progress to assure success.

United States and Canada and has published numerous articles and monographs. Dr. Leach had an outstanding and informative presentation which should prove beneficial to the two-year institutions throughout the state.



Conference in action.

The featured speaker and consultant at the conference was Dr. Ernest R. Leach, Vice President for Academic Affairs at Triton Community College in Rivergrove, Illinois. Dr. Leach has national recognition for his expertise in marketing and retention. He has been a consultant for more than 100 colleges in the



Enrollment Management Conference Steering Committee Members and Consultant: Dr. John Johnson, Mr. Bobby Westbrook, Dr. Jo Beene, Dr. Ernest Leach, Dr. Larry McCoy, Dr. Charles L. Payne

Another significant event at the conference was the report of the Alabama State Task Force on Retention which included a self-study process designed to focus on retention, specific conclusions and recommendations for systemwide action, and strategies and techniques to increase retention generated by more than 500 faculty and staff from five Alabama two-year colleges.



ALABAMA STATE TASK FORCE ON RETENTION: Dr. John Johnson, Post Secondary Education; Mr. Tommy Gilmore, Southwest Technical College; Miss Betsy Cantrell, Calhoun Community College; Dr. Tommy Johnson, Enterprise State Junior College; Dr. Jo Beene, Calhoun Community College; Mr. Ed Blake, Bessemer State Technical College; Dr. Al Evans, Lawson State Community College; Dr. Charles L. Payne.

The final element of note was special emphasis on new student financial assistance programs for two-year college students being implemented by the various military services. Colonel Donald R. Little of the United States Army gave an informative presentation. Representatives from the Marines, the Navy, the Air Force, and the Alabama Army National Guard provided

exhibits concerning educational programs available. Dr. Charles Payne, Chancellor, expressed a commitment of the two-year colleges in support of the military programs. Each of the military branches stated a concern for increasing the technical expertise of its personnel and were aware of the benefits of recruiting two-year college graduates.



Debbie Dahl, Department of Postsecondary Education; Mark Hall, U.S. Air Force; Dr. James Chasteen, Athens State-Calhoun Community College; Dr. Douglas Chambers, Chattahoochee Valley Junior College



Dr. Charles Henson, Bishop State Junior College; Mr. Clyde Nix, Northwest Technical College; Chief Petty Officer Thomas Griffith, U.S. Navy; Dr. Susan Parker, Calhoun Community College



CHANCELLOR AND PRESIDENTS CONVERSE: Mr. Hugo Barton, President, Muscle Shoals Technical College; Mr. Hoyt Jones, President, Hobson State Technical College; Dr. Charles Payne, Chancellor

APRIL PROFESSIONAL DEVELOPMENT CONFERENCE

The 1985 Annual Professional Development Conference is just around the corner. We are including the General Conference Schedule one more time for your information. If you have not made your room reservations you need to do so. The individual sessions are listed below so you may tell which hotel would be more convenient for you.

Wednesday, April 10, 1985 registration, exhibits, the general sessions and reception for all personnel will take place in the Birmingham Civic Center and the Hyatt House adjacent to the center.

Thursday, April 11, 1985 will be the core of the conference with approximately 53 Special Interest Groups Activities located in five locations:

1. **BIRMINGHAM CIVIC CENTER**
Custodial Workers
Grounds Keepers
Security
Electricity/Electronics
Graphic Arts/Printing Services
Truck Driving
Welding
Machine Technology
Small Engines
2. **UNIVERSITY INN**
Admissions Officers
Counselors
Directors of Veterans Affairs
Financial Aid Officers
Computer Services Management/Staff
Deans of Students/Chief Student Development Officers
3. **HILTON HOTEL**
Academic/Technical Deans, Officers
Reading Faculty
Executive Officers
Division Chairs/Department Chairs
Business Faculty
English Faculty
Music Faculty
4. **HOLIDAY INN MEDICAL CENTER**
Public Relations
Directors of Community Services/
Industrial Coordinators
Directors of Federal Programs/
Institutional Research
Financial Officers
Health Careers Faculty

Mathematics Faculty
Bookstore Managers
Foreign Languages

5. **HYATT HOUSE**
Drama/Speech Faculty
Social Sciences Faculty
Science Faculty
Secretarial: Administration
Secretarial: Clerical
Accountants, Bookkeepers, Financial Assistants
Physical Plant Directors/Maintenance Skills
Construction Trades
Drafting
Upholstery and Furniture
Pre-Engineering/Engineering Technologies

OTHER LOCATIONS FOR WORKSHOPS ARE:

BIRMINGHAM AIRPORT HANGER
Aviation

BIRMINGHAM MUSEUM OF ART
Art Faculty

JEFFERSON STATE JUNIOR COLLEGE
Health, Physical Education
Learning Resources

BESSEMER STATE TECHNICAL COLLEGE
AgriBusiness
Air Conditioning/Refrigeration
Auto Mechanics

LAWSON STATE COMMUNITY COLLEGE
Auto Body
Cosmetology/Barbering
Food Service
Sewing

WILLINGS DETROIT DIESEL, INC.
Diesel Mechanics

Friday, April 12, 1985 activities will take place in the Birmingham Civic Center. There will be four Commission Sessions.

The Commission on Faculty
The Commission on Students
The Commission on Administration
The Commission on Support Personnel

Further information and final plans for the workshop will be included in a joint AJCCA and Professional Development Newsletter at a later date.

CONVENTION HOTELS

	Single Rate	Double Rate
Hyatt	(All rooms booked)	
Hilton	\$50.00	\$58.00
Phone: 933-9000		
Holiday Inn Medical Center	38.00	43.00
Phone: 322-7000		
University Inn	35.00	46.00
Phone: 933-7700		

ALTERNATE HOTELS

Ramada Inn, Homewood	46.00	46.00
Interstate 65, Oxmoor Road Exit		
Phone: 942-2041		
Travel Lodge	22.00	25.00
20th Street, across from Hilton		
Phone: 252-8041		

ACHE SUPPORTING SEVEN COLLEGES IN ASSESSMENT OF GENERAL EDUCATION OUTCOMES

Seven Alabama community and junior colleges are demonstrating their commitment to instructional excellence by testing the general education knowledge of their existing sophomores using a relatively new and unique instrument called ACT COMP. The instrument was developed by the American College Testing Program (ACT) as a part of their College Outcome Measures Program. The purpose of ACT COMP is to assist colleges in improving their general education courses and programs by assessing the level of knowledge of existing students as one measure and comparing that with the level of knowledge of comparable freshmen to determine the "value added" by the college as a second measure.

The Alabama Commission on Higher Education was so significantly impressed with the project to fund a \$5,000 grant in support of the Alabama ACT COMP Project. Chancellor Charles L. Payne said, "We are proud of the commitment made by these seven colleges and appreciative of the partnership of Dr. Joe Sutton and the Commission in this important project; without their support it would not be possible."

American society is reawakening to the enormous value of general education. Business and industry leaders and technical experts are helping to lead the renewed emphasis because they recognize its value not only as fundamental to effective job functioning but also as essential to learning the new knowledge and skills that are continuously changing the modern workplace. Without fundamental general education knowledge, today's workers become obsolete as rapidly as the technology and equipment.

These seven colleges full recognize the transcending value of general education. They are committed to its effectiveness in generating the competencies necessary for successful adult functioning.

The seven colleges include: Bishop State Junior College, Calhoun State Community College, Chattahoochee Valley State Community College, Northwest Alabama State Junior College, Shelton State Community College, Wallace State Community College-Dothan, and Lurleen B. Wallace State Junior College. To gain additional information about the project contact the Academic Dean of any one of the seven colleges.

WELDING INSTRUCTORS MAKE SPECIAL COMMITMENT

At the November Professional Development Workshop, 38 welding instructors in the Alabama two-year colleges unanimously set out to accomplish a major goal. This goal was to obtain the professional instruction in welding codes and inspection techniques necessary for each instructor to earn the Certified Welding Inspector license which is the highest technical license issued by the American Welding Society.

"We realize," reported Roger Carter, Chairperson of the Welding Committee, "that this will involve many grueling hours of study to become prepared for the eight-hour examination; however, we feel the benefits will be worth it." Carter added that inspection certification would bring enormous credibility to Alabama welding programs; placing them among the nation's best while increasing student knowledge and employability. Chancellor Payne agreed, "This is a special commitment which reflects well on the dedication and commitment to instructional quality of all of our faculty. We are particularly proud that is was a unanimous decision."



WORKING TOGETHER PROFESSIONAL DEVELOPMENT





**ETHER TO MAKE
LOPMENT A SUCCESS**



BIRMINGHAM SHUTTLE SERVICE

Shuttle bus service will be available to conference attendees on Wednesday, April 10, 1985, between the hotels and the Civic Center on a 10 minute schedule from 11 a.m. until 2 p.m. and from 4 p.m. to 7:30 p.m. (The Ramada Inn, Homewood, will not be on the shuttle bus route.)



BEHIND THE SCENES

The faculty and staff of the two-year colleges have been recognized for their outstanding contributions as chairpersons for professional development workshops and conferences; the Task Force has been recognized for its outstanding leadership role in professional development; and now we recognize a gentleman who assisted in developing and designing the chairperson's manual and devoted many hours to this task. We greatly appreciate Dr. Jim Haynes, Business Division Chairperson from Athens State College.

SYSTEM PERSONNEL SELECTED

Dr. John A. Johnson, State Associate Director for Academic Affairs and Director of the Professional Development Task Force, has been appointed to the Advisory Board of the National Conference on Teaching Excellence held annually at the University of Texas, in Austin. This national event for community, junior and technical colleges has two principle functions: (1) to sponsor and celebrate excellence in teaching and learning and (2) to develop administrative strategies and support essential to teaching excellence.

"My appointment is less a personal award than it is recognition of the hundreds of faculty and staff who have provided leadership to the professional development program," said Dr. Johnson. He continued, "This honor is richly deserved by the Alabama two-year college system. I am very pleased to be able to be their representative."

Additionally, Dr. Johnson, Dr. Imogene Mixson, Academic Dean at Wallace Community College-Dothan, and Dr. Larry McCoy, Dean for Student Development, Athens State College, Coordinators of the Professional Development Task Force, have been selected by the National Conference to present Alabama's Professional Development system to two-year college executives from throughout the United States. The approach to professional development taken by Alabama is not only unique but also one of the most ambitious in the nation. The professional development system is bringing much national recognition to Alabama and is being studied as a potential model for comprehensive faculty and staff development. The new initiative anticipated for next year should begin to complete a system worthy of that distinction.

Dr. Jo Beene, Dean of Student Development at Calhoun Community College and Chairperson of the State Task Force on Retention, will join Dr. Johnson in presenting Alabama's retention plan entitled, "Focusing on Retention as a Commitment to Student Success". This presentation will be made primarily to master teachers from community, junior, and technical colleges nationwide. It will emphasize both how their colleges can organize to increase retention and student success college-wide and how individual faculty can influence retention through their curricular and teaching responsibilities.

This is the first time Alabama has been represented on the program of the National Conference on Teaching Excellence. It is another indication of the Alabama two-year college system's emergence as a national leader.

NISOD WELCOMES ALABAMA

The National Institute for Staff and Organizational Development (NISOD) is a nonprofit, tax-exempt consortium supported by college membership fees, The University of Texas, and by grants from the W. K. Kellogg Foundation and the Sid W. Richardson Foundation. It is housed in the Community College Leadership Program, College of Education, at The University of Texas at Austin.

NISOD's activities and programs are based on the premise that teaching excellence is a result of concerned and focused leadership, increased awareness and use of tested learning principles, and a profound commitment to know students.

Alabama now has the third largest state membership in NISOD following only Texas and

California. Dr. Payne states, "Alabama's community, junior, and technical colleges are committed to professional development as a principal vehicle in the quest for instructional excellence. A comprehensive professional development as a principal vehicle in the including a core of state-coordinated services as well as institutional and individual activities. The services provided by NISOD are recognized nationally as a major contribution to a vital, progressive, collegiate environment. We are confident that the NISOD partnership will enrich our commitment to quality."

Listed below are the Alabama two-year colleges belonging to NISOD:

Alabama Department of Post-secondary Education

Chancellor Charles L. Payne

Alabama Technical College

President Robert W. Howard

Alexander City State Junior College

President W. Byron Causey

Athens State College

President James R. Chasteen

Bishop State Junior College

President Yvonne Kennedy

Calhoun State Community College

President James R. Chasteen

Carver State Technical College

President Earl Roberson

Chattahoochee Valley State Community College

President James E. Owen

Drake State Technical College

President Johnny L. Harris

Enterprise State Junior College

President Joseph D. Talmadge

Faulkner State Junior College

President Gary Branch

Gadsden State Junior College

President Arthur W. Dennis

Hobson State Technical College

President H. Hoyt Jones

Ingram State Technical College

President Murry Gregg

Jefferson Davis State Junior College

President George McCormick

Jefferson State Junior College

President Judy Merritt

Lawson State Community College

President Jesse Lewis

Lurleen B. Wallace State Junior College

President William H. McWhorter

Northeast Alabama State Junior College

President Charles M. Pendley

Northwest Alabama State Technical College

President Wayne Cobb

Nunnelley State Technical College

President James H. Cornell

Patrick Henry State Junior College

President James R. Allen

Patterson State Technical College

President J. Larry Taunton

Southern Union State Junior College

President L. Ray Jones

Southwest State Technical College

President Donald S. Jefferies

Trenholm State Technical College

President Thad C. McClammy

Walker State Technical College

President Harold Wade

Wallace State Community College

President Nathan L. Hodges



The presidents and the vice presidents of all professional organizations in the two-year system met with Dr. Payne to coordinate their meetings and to discuss the planning for the coming year. Pictured left to right: Mr. Larry Taunton, Mr. Ewell Smith, Mr. Bob Faulkner, Dr. Gary Branch, Dr. Alice Villadsen, Dr. T. Harvey Watt, Jr., Dean Jack D. Kerby, Mr. Ed Blake, Dr. Jo Beene, Mr. Bobby Westbrook, Dr. Charles L. Payne.

TWO-YEAR COLLEGE PERSONNEL ADVANCING

The AVA Convention held in New Orleans, Louisiana was attended by Sylvia Flakes of Drake State Technical College.

Topics of interest included: Technical updating for Vocational Education via Industry, Standards of Excellence in T&I Education, Integrating Micro-Computer Technology into Curriculum, and Curriculum and Program Evaluation. There were topics to cover all segments of vocational/technical education in the Alabama two-year colleges. These in-service activities depicted and projected the trend of vocational/technical education in America, provided limited exposure to state of the art equipment, some training techniques and invaluable interaction with other colleagues in the field.

Dr. W. Byron Causey and Dr. Charles A. Farrow of Alexander City State Junior College attended the annual meeting of the Southern Association of Colleges and Schools held in Atlanta, Georgia on December 9-11, 1984.

Dr. James Laney, President, Emory University and Daine Ravitch, Professor of History, Columbia University were the keynote speakers on topics related to higher education. This meeting afforded an opportunity to share ideas with personnel from other colleges and provided information on the latest accreditation procedures.

Eloise Elliott, Calhoun State Community College, visited the University of Georgia to discuss curriculum development, course of study, equipment needs and funding for a model office with the University's Business Education faculty.

The information received will be used in starting a situational model office through job simulations. Two-year colleges can prepare students for the world of work through a model office situation.

Maurice Lind, representing Jefferson State Junior College, attended the first Annual Robotic Education and Training Conference held in Romulus, Michigan. This conference would have been of interest to deans and directors of technical programs in our community and junior colleges or instructors in the engineering and engineering technology programs.

The information gathered at this conference emphasized the importance of colleges offering courses in flexible manufacturing systems in order for the students to stay abreast of the latest high

technology in automated manufacturing systems (robots). According to the information presented, the student should continue to receive a broad base education in electronics, pneumatics, hydraulics, mathematics and computer science, but also receive specialized instruction in man-machine interfacing (safety, software development, social implications of automation and especially, total system concepts of automated work cells.)

The participants were given a tour of ASEA (Automated Manufacturing Plant and Laboratory).

Copies of the 36 papers presented by experts on robotics are available upon request.

It seems to be the trend to visit other campuses across the U.S. in order to see what they are doing in various areas of study. Such is the case with William Provin, John C. Calhoun Community College, who visited Alexander City Junior College, Wallace at Andalusia and Gulf Coast Community College (Panama City, Florida). Provin visited the writing/remedial centers at the three junior colleges in order to gather information, ideas, advice, and direction to improve writing laboratories. This proved to be a most rewarding trip.

Reginald Crenshaw, Bishop State Junior College, attended the workshop, "NCHEMS - Linking Planning to Budgeting" in Dallas, Texas. The information presented in this workshop provided the mechanism for linking planning to budgeting. This linkage included preparations of institution's budget in program summary form and by objectives.

This information would be of value to presidents who believe in rational decision-making and staff officers in planning, budgeting and institutional research.

A paper entitled "Two Uses of the EDUCOM Financial Planning Model System to Build Non-Standard Models" by William A. Simpson, Michigan State University, is available upon request.

"Personal Power" was a workshop attended by Rhoda Kirkpatrick from John C. Calhoun Community College. This workshop presented basic concepts and principles on reaching the highest level of professional life and thriving on the power of challenge and self fulfillment that goes with it. Topics of discussion were (1) tools of power, (2) risk taking, and (3) decision-making.

Nancy Brunson, Enterprise State Junior College, attended the National Council for Staff, Program and Organizational Development Annual Meeting in Atlanta, Georgia. The meeting was set up in such a way that there were outstanding speakers and concurrent sessions available during the meeting days. All presentations were made by junior college personnel who were currently involved in faculty, staff and program development. The size of the institution and budgets varied but ideas presented were always outstanding and adaptable.

Atlanta, Georgia was the spot of the Institutional self-Study Assistance Services attended by Dr. Amy Conlan from Lawson State. This series focused on the changes adopted in 1983 by the Commission on Colleges. Emphasis was placed on the administrative functions and responsibilities as processes of planning and evaluation are to be implemented in institutional operations. Topics of interest included "Improving Linkages With Foundations", representatives from Carnegie Corporation of New York, The Rockefeller Foundation, and Charles Stewart Mott Foundation; "Improving Linkages Between External Agencies and Institutions of Higher Education", representatives from the University of Kentucky, Alabama State House of Representatives, Norfolk State University, U.S. House of Representatives, and Texas House of Representatives; "Improving Procedures in the Business Office", featuring speakers from Appalachian State University, Jackson State University, University of North Carolina, Southern Baptist Theological Seminary, and Tougaloo College in Mississippi; "Developing New Strategies for Alumni Affairs" with representatives from the Kettering Foundation, Syracuse University, Tuskegee Institute, Florida Memorial College and Tennessee State University; and "Improving Procedures in the Development Office and Endowment Building" with speakers from The Robert R. Moton Institute, Hampton University, Fayetteville State University and Spellman College.

Dorothy Bivens from Bishop State Junior College attended The National Association for the Education of Young Children (NAEYC) in Los Angeles, California. This conference was attended by approximately 22,000 delegates and others. This year's theme, "Striving for Excellence - NAEYC Early Childhood Program Accreditation", was addressed and discussed by many experts who served as presenters, panelists and keynote speakers who emphasized the need for quality early childhood education programs throughout the nation.

Child Sexuality and Child Abuse and Neglect were the two most highly attended workshops.

Some of the keynote speakers and their topics were: Patricia Russell McCloud, consultant, San Antonio, Texas, "Save the Children"; David A. Hamburg, M.D., President Carnegie Corporation of New York, "An Evolutionary Perspective on Early Education"; and Docia Zavitkovsky, President National Association for the Education of Young Children, "Presidential Address". Ms. Bivens was elected to serve on the American Community College Early Childhood Educators Organizations Board for this academic year. Congratulations are in store.

Jefferson State is attempting to gain accreditation by ABET which, when accomplished will make it the first two-year college in the state to do so. The Chancellor spoke at a luncheon meeting at Jefferson State before the visiting accreditation team of the American Board of Engineering Technology.

A great deal of professional development has been necessary in the move toward ABET accreditation. Lonnie White attended a "Train the Trainers" workshop in North Carolina to receive instruction in the Instrument Technician Training Program for process instrumentation courses.

Engineering instructors Ron Funderburg, John Tow and Carmine Ruocco attended Prime Computer's "Prime on the Move" Seminar in Atlanta, Georgia which included a demonstration of Computer-Aided-Design/Drafting (CAD) using the Prime MEDUSA System.

As noted earlier, Maurice Lind visited the DACUM (Design-A-Curriculum) Facilitations Workshop in Greenville, South Carolina to study a skill profile for an automated manufacturing curriculum.



Charles Payne, Chancellor; with Dr. Judy Merritt, President, Jefferson State

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